## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Land Management:BLM (and below)

For 1st Quarter 2020 for period ending December 31, 2019

	Comparative Data											
Complaint Activity	Pr	evious	2020Thru12-31									
	2015	2016	2017	2018	2019	20201111412-31						
Number of Complaints Filed	46	55	47	85	48	14						
Number of Complainants	45	54	46	75	45	12						
Repeat Filers	1	1	1	9	3	2						

Complaints by Dasis			Com	parativ	e Data	ı
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Race	8	14	14	22	10	5
Color	5	2	6	7	5	2
Religion	0	2	3	6	3	0
Reprisal	19	26	24	35	23	5
Sex	12	25	22	34	23	8

PDA	0	0	0	0	0	0
National Origin	3	9	7	17	6	2
Equal Pay Act	0	0	0	0	1	0
Age	17	14	16	27	23	6
Disability	19	23	20	36	12	5
Genetics	0	0	0	2	0	0
Non-EEO	3	0	2	4	1	1
Constituted to			Com	parativ	ve Data	l
Complaints by Issue	Pre	evious ]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru12- 31
Appointment/Hire	8	8	3	10	7	2
Assignment of Duties	5	6	0	7	6	1
Awards	1	0	0	1	1	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action			-	-	-	
Demotion	0	2	0	0	0	0
Reprimand	2	1	0	3	1	0
Suspension	1	2	3	5	2	3
Removal	0	0	0	4	2	0
Other	0	0	0	0	0	0
Duty Hours	1	1	1	1	0	1
Perf. Eval./ Appraisal	1	6	2	2	4	1
Examination/Test	0	0	0	2	0	0
Harassment						

Non-Sexual	17	23	26	36	30	8
Sexual	1	3	3	5	0	1
Medical Examination	1	0	1	0	0	0
Pay including overtime	2	1	1	1	3	0
Promotion/Non-Selection	7	3	6	8	4	1
Reassignment						
Denied	0	2	0	0	0	1
Directed	3	2	1	1	2	3
Reasonable Accommodation Disability	6	5	1	12	5	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	0	0	2	2	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	3	1	1	0	0
Termination	3	1	2	17	2	1
Terms/Conditions of Employment	5	5	7	6	6	3
Time and Attendance	1	1	1	1	1	0
Training	1	2	1	4	2	0
Other			-			
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

						Comp	oarative l	Data	
<b>Processing Time</b>		]	Prev	ious	Fis	scal Y	ear Data	l	2020Thru12-
	201	15	20	16	2	017	2018	2019	31
Complaints pending during	g fisc	al ye	ear						
Average number of days in investigation	246	.54	54   173.09   1		19	186.24	211.80	186.00	
Average number of days in final action	45.93		93 41.		69.43		75.62	37.97	22.00
Complaint pending during	fisca	l yea	ar wl	here l	hea	ring v	vas reque	sted	
Average number of days in investigation	272	.90	166	5.39	19	9.30	201.26	231.16	183.62
Average number of days in final action	15.	15.60		.27	9	1.90	71.67	27.24	22.00
Complaint pending during	fisca	l yea	ar wl	here l	hea	ring v	vas not re	quested	
Average number of days in investigation	209	.46	183	183.69		37.50	180.06	197.61	188.71
Average number of days in final action	62.	78	57.33		4.	4.88	94.06	51.50	0
			-		-	Co	mparativ	e Data	
Complaints Dismissed Agency	by		Pr	evio	us ]	Fiscal	Year Da	ıta	2020Thru12-
8. 1		20	15	201	6	2017	2018	2019	31
Total Complaints Dismisse by Agency	ed	5	5	7		2	11	5	0
Average days pending priddismissal	or to	180	180.2 89.		3	121.5	118.36	92.6	0
Con	plair	its V	Vith	drav	vn l	by Co	mplaina	nts	
Total Complaints Withdra by Complainants	wn	C	)	3		2	5	1	2

		Comparative Data												
<b>Total Final Agency Actions</b>		Pı	revi	ous	Fisc	cal Y	ear	· Dat	a		20207	Thru12-		
Finding Discrimination	20	15	20	16	20	17	20	18	20	19	•	31		
	#	%	#	%	#	%	#	<b>%</b>	#	%	#	%		
Total Number Findings	0		0		0		0		0		0			
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0		
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0		
Findings of Discrimination		Comparative Data												
Rendered by Basis		P	rev	ious	Fis	cal Y	Zea:	r Da	ta		20207			
Note: Complaints can be filed	20	2015 2016 2017 2018 2019										9 31		
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	# % # % # % # % # % # %							#	%					
Total Number Findings	0		0		0		0		0		0			
Race	0	0	0	0	0	0	0	0	0	0	0	0		
Color	0	0	0	0	0	0	0	0	0	0	0	0		
Religion	0	0	0	0	0	0	0	0	0	0	0	0		
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0		
Sex	0	0	0	0	0	0	0	0	0	0	0	0		
PDA	0	0	0	0	0	0	0	0	0	0	0	0		
National Origin	0	0	0	0	0	0	0	0	0	0	0	0		
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0		
Age	0	0	0	0	0	0	0	0	0	0	0	0		
Disability	0	0	0	0	0	0	0	0	0	0	0	0		
Genetics	0	0	0	0	0	0	0	0	0	0	0	0		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0		

Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Com	par	ative	e Da	ata		
Findings of Discrimination		P	revi	ious	Fis	cal <b>Y</b>	Zea1	r Dat	ta		20207	Thru12-
Rendered by Issue	20	)15	2016		2017		20	)18	2019			31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of	0	0	0	0	0	0	0	0	0	0	0	0
Employment												
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1			<u> </u>		<u> </u>		<u> </u>			I	<u> </u>
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment											•	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		-		-		-		-				
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-
	2015	2016	2017	2018	2019	31
Total complaints from previous Fiscal Years	34	30	39	37	52	82
Total Complainants	33	26	35	35	48	75
Number complaints pending		-		-	-	
Investigation	1	0	0	0	0	12
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	34	27	37	35	46	59
Final Agency Action	0	3	2	2	6	8
Appeal with EEOC Office of Federal Operations	11	24	12	8	14	11
Complaint Investigations	Comparative Data					
	Pre	evious ]	2020Thru12-			
	2015	2016	2017	2018	2019	31
Pending Complaints Where Investigations Exceed Required Time Frames	3	0	0	1	0	0